

PERIOD OF MEMORANDUM OF AGREEMENT

Term: 16 months

Contract to expire at the end of the first pay period in April 2011

WAGES

No general wage increases during the term of the contract

FREEZING STEP AND MERIT INCREASES

Effective upon ratification of the contract, ABMEI represented employees will have step and merit increases frozen during the term of the contract (See language in City Proposal #21 dated 12-7-2009)

PROBATIONARY PERIODS

Modify current contract language to allow the probationary period for ABMEI represented employees to be extended up to a maximum of 6 months (See language in City Proposal dated 12-7-2009)

RELEASE TIME

Add contract language to clarify conditions under which authorized release time will be provided from regular City duties for Union representatives to attend meetings. Modify language in City proposal dated 12-8-2009 to authorize the release of two members for CLA and Benefits forum meetings.

SCHEDULED OFF-HOURS INSPECTIONS

Modify the existing contract language to reduce the minimum number of hours paid to the employee for scheduled off-hours inspections from 4 hours to 3 hours, or for the time actually worked, whichever is greater (See language in City proposal "C", dated 12-9-2009)

PAYMENT IN LIEU OF HEALTH INSURANCE

Modify contract language to eliminate the percentage formula currently employed to calculate the amount of the payment-in-lieu and pay a flat rate each payperiod for Health and Dental in-lieu (See ABMEI proposal dated 12-9-2009)

HEALTH INSURANCE DUAL COVERAGE

Prohibit employees from simultaneous coverage for medical benefits as a City employee and as a dependent of another City employee (See ABMEI proposal dated 12-9-2009)

DISABILITY LEAVE SUPPLEMENT

Modify the maximum term of the Disability Leave Supplement to a period of 6 months (See language in City proposal "B", dated 12-8, 2009)

SIDE LETTERS

- The Dispatcher Side Letter will not be continued.
- The current Side Letter addressing Training shall remain in effect during the term of the new contract.
- The current side letter covering the Reduced Work Week will expire June 27, 2010.
- The Side Letter regarding the Disciplinary Appeal Process will be extended for the term of the new contract. ABMEI feels that there has been insufficient opportunity to evaluate the Civil Service Commission's handling of disciplinary appeals during the term of the current contract.

TENTATIVE AGREEMENTS

Accept City Proposal #7 "HOUSEKEEPING"

Accept City proposal #8 "SICK LEAVE"

In the event that this proposal is not accepted, ABMEI reserves the right to modify, amend, withdraw and/or add proposals.